

Welcome

TO

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2030

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WORKSHOP

Best practices for inclusive hiring

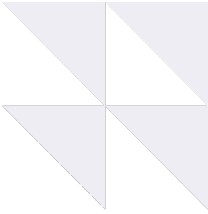


Heather Dunn
Chief People Officer
Gem

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State of the industry



<33%

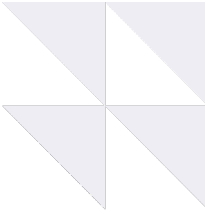


State of the industry

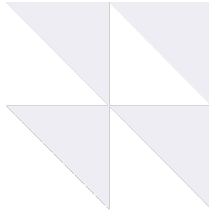
<33%

Total makeup of women within the manufacturing workforce.

And the proportion of Black, Asian, and Latinx employees is even lower.



State of the industry



Job openings are hovering
near an all-time high at

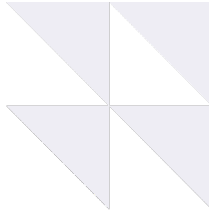
800,000

open job roles

74%

of talent execs say a
top 5 challenge is finding
the right talent





What would you say are your biggest barriers to improve diversity?

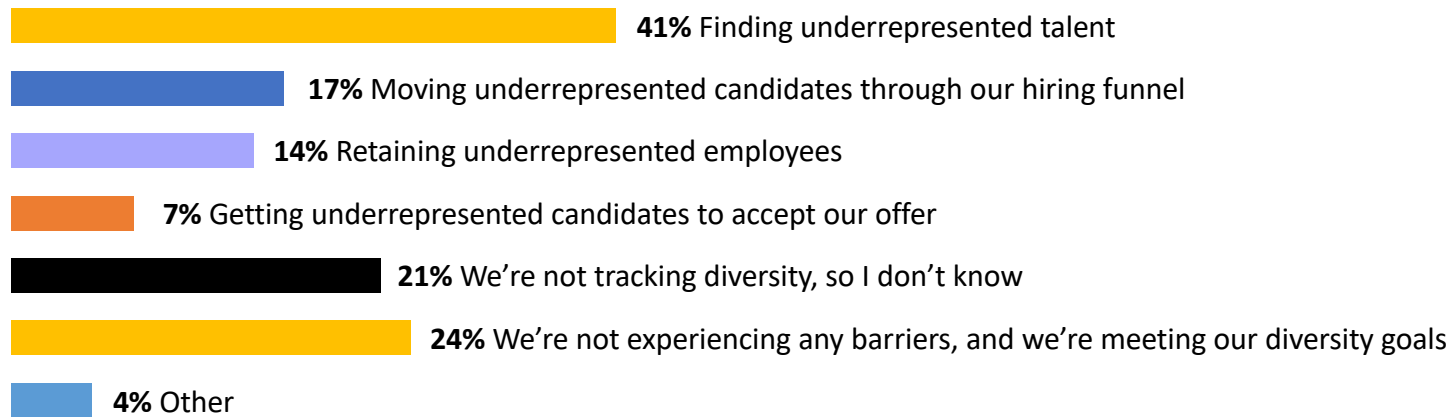


Image source: Manufacturing Trends report



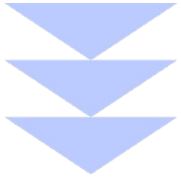


NETWORKING DISCUSSION

Share practices you've implemented or changed to be more inclusive in your hiring processes

We will open the floor for groups to share their practices with the audience





Share your strategies for improving DEI

We look forward to sharing the responses with attendees after the event





STRATEGIES FOR SUCCESS

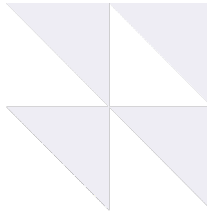
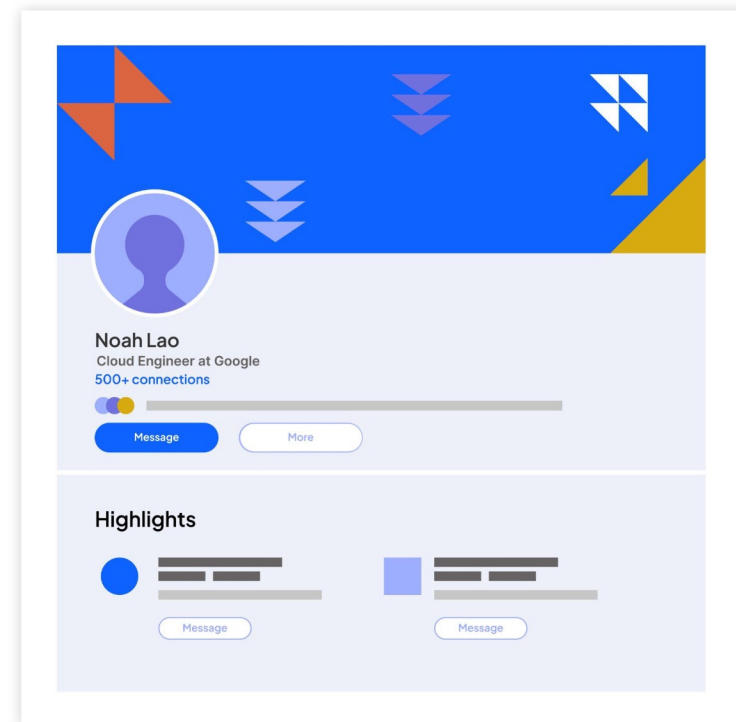
3 strategies to breaking
down barriers for a more
inclusive hiring process



Prioritize sourcing

Sourcing diverse candidates to apply for roles will inherently create a more diverse talent pool at the start of your hiring process

Sourced candidates are **5x** more likely to be hired than inbound candidates

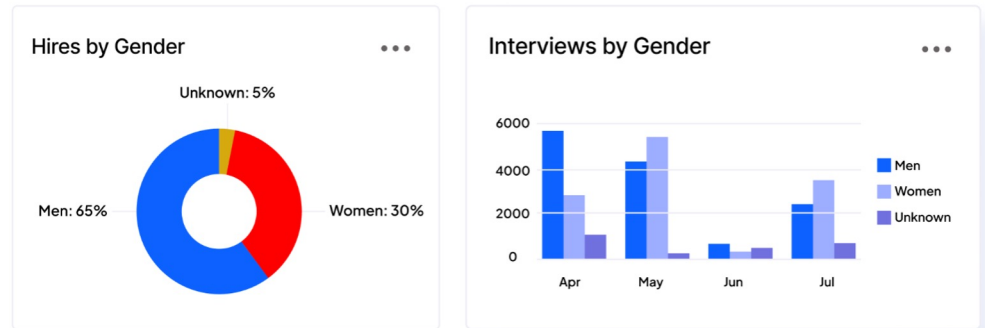
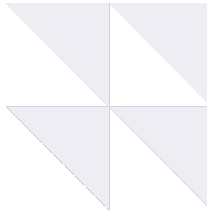


Know your data

You can't improve what you don't measure.

Top metrics to be tracking:

- Passthrough rates by stage
- Offers by gender/race/ethnicity
- Hires by demographic
- Hires by source



Group by: Job | Breakdown: Race/Ethnicity

Job	Application Created	Pre-Interview	Phone Interview	Onsite
Floor Operator	4,186	1,238	644	239
Black	11	7	7	2
Hispanic/Latino	234	117	62	36
Asian	383	128	55	19
White	237	64	165	45
Unknown	48	12	6	2

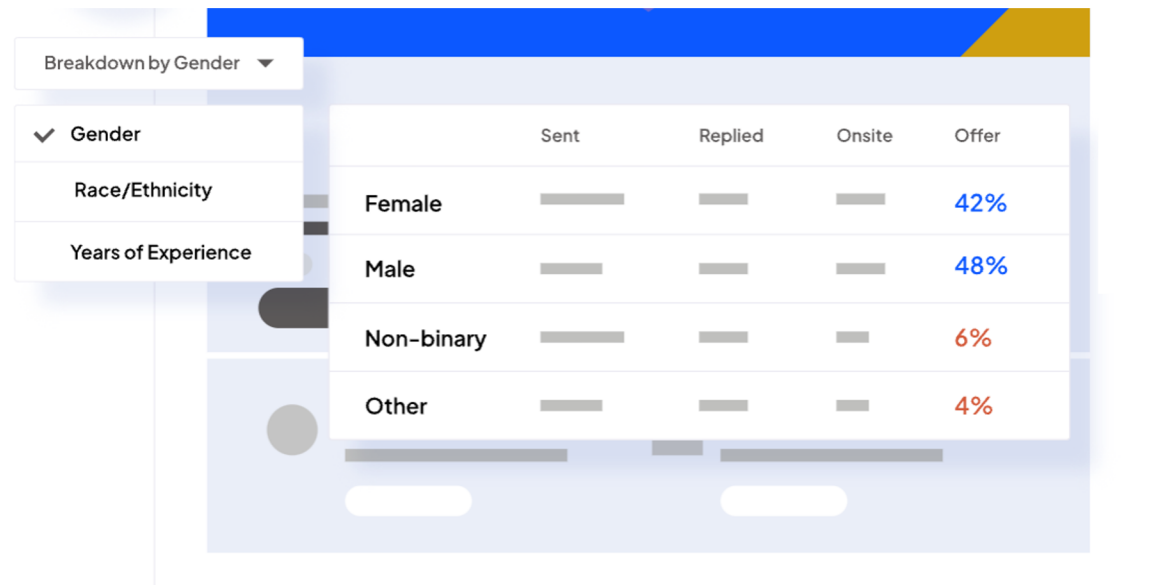


Action on the data

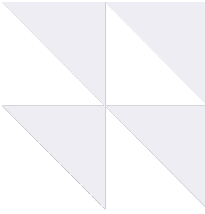
Identify the disproportionate bottlenecks in your funnel and create an action plan

Common barriers found:

- Lack of diverse candidates entering the process
- Low conversion rates by interview stage
- Lack on inclusion throughout the hiring process



Keep in mind...



- **Be patient and start small**
- **Remain curious to understand what your data is telling you**
- **Prepare your team to take action on your results & findings**



Inclusive Hiring

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Ritu Barkotoky

Director of People
Development,
Amsted Automotive



Keri Kelly

Director of DEI, Nissan
North America



Chase Massie

Director of Global
Talent Management,
Henniges Automotive



Moderator

**Cheryl
Thompson**

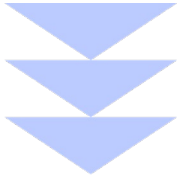
Founder and CEO,
CADIA



Moderator

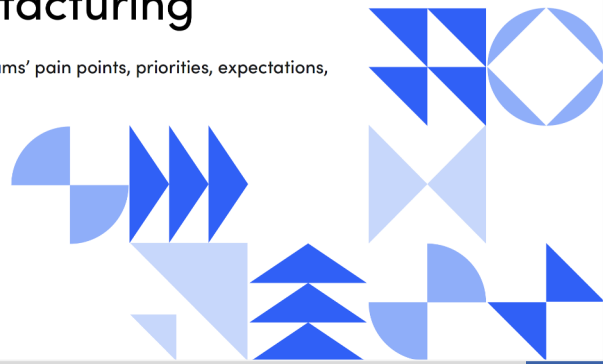
Heather Dunn

Chief People Officer,
Gem Software



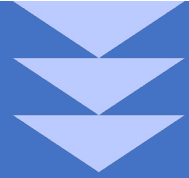
2023 recruiting trends in manufacturing

Talent acquisition teams' pain points, priorities, expectations,
and initiatives



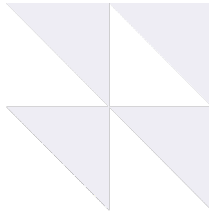
Download your copy





Learn how Gem can shift your TA org from being a cost center to a strategic function

Request a follow-up meeting with our team to discuss your talent
acquisition and DEI priorities



Let's chat



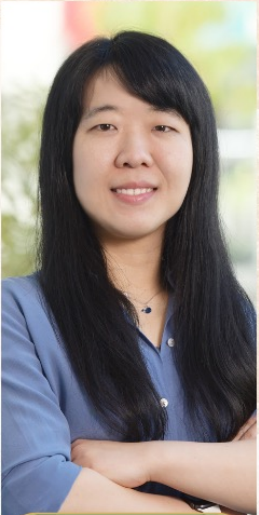
Voices from ERGs

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Heather Heckler

Director of People Development, Amsted Automotive



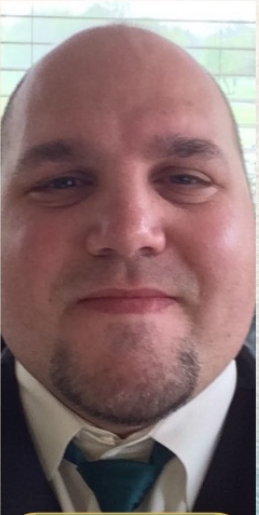
Michelle Cheng

Team Lead - Software Engineering, Robert Bosch Corp.



Reagan Kelly

Mechanical Engineer, General Dynamics Land Systems (GDLS)



Scott Rumfield

Product Line Manager, GDIA Manufacturing Complexity, Cost Management and Order to Delivery Teams, and President, Ford Veterans Network Group, Ford Motor Company



Deanna Lorincz

Global Director, Communications and Marketing, Martinrea International US, Inc.



Christina Khim

Advanced HR Business Partner, Denso



Carolyn Cerny

Marketing Director, Continental



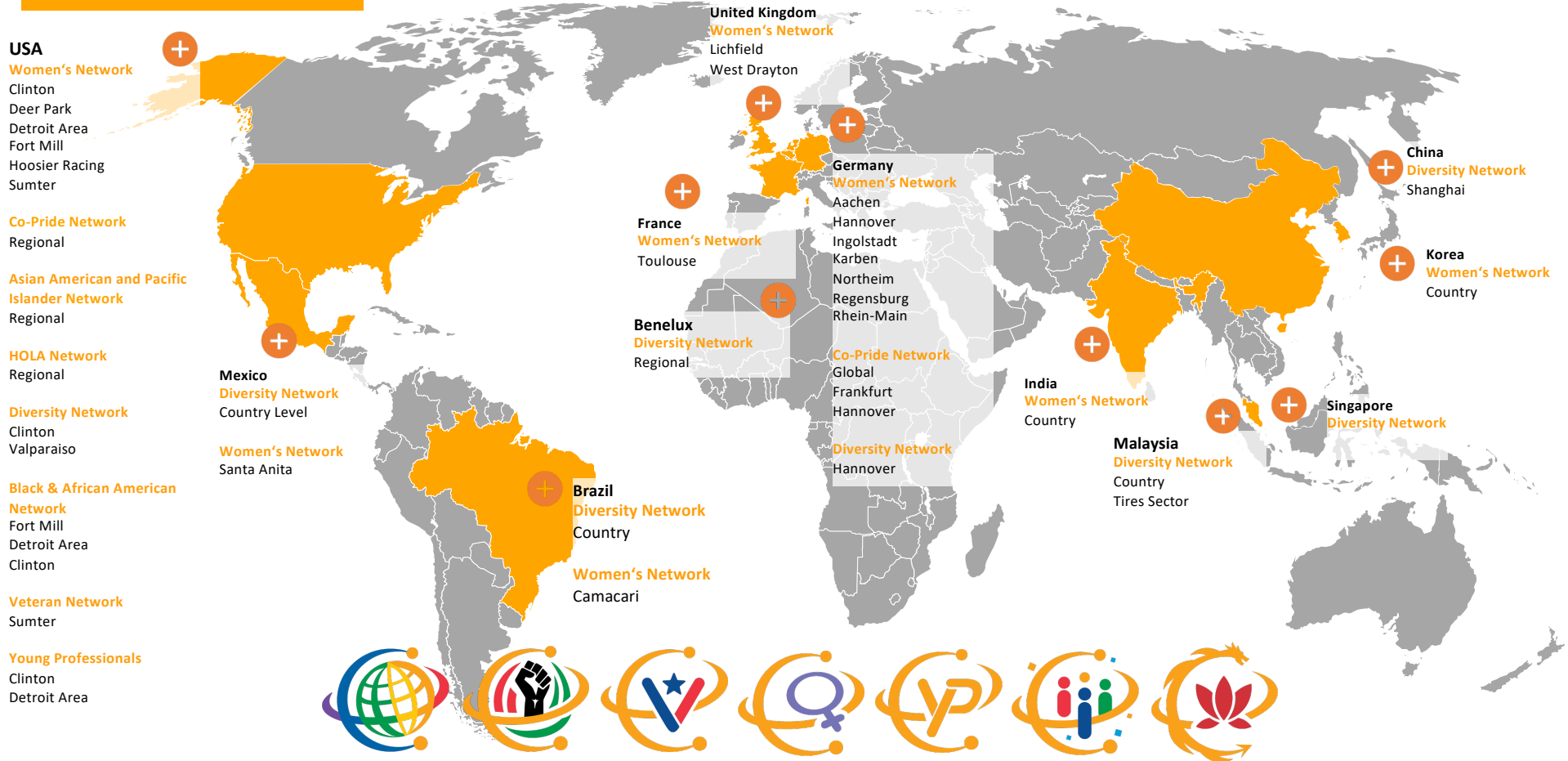
Moderator

Cheryl Thompson

Founder and CEO, CADIA



OUR GLOBAL DIVERSITY NETWORK; 39 NETWORKS ACROSS 12 COUNTRIES





Goals

ENGAGE

Bring the conversation to the surface; involve more people and create networking opportunities

EDUCATE

Educate associates on the facts and issues regarding gender diversity in the workplace

EMPOWER

Empower associates with information and skills to address the issues and support professional development

Events

W@B hosts a number of events throughout the year focusing on:

- ▶ Gender diversity in the workplace
- ▶ Skill-building
- ▶ Networking
- ▶ Other diversity and wellness initiatives

Opportunity

W@B members have the opportunity to volunteer and actively contribute to the organization, gaining valuable exposure and experience.

Everybody is invited to participate in this community.

Men and Women.

Join

To join W@B, all you need to do is join and follow the Bosch Connect community:

Women@Bosch Metro Detroit



Our Mission

The **mission** of **Asians@Bosch** is to utilize our experiences and perspectives on Asian cultures to positively influence Bosch business growth, to support professional development of all Bosch employees, to assist Bosch NA in achieving its diversity and inclusion plan, and to act as the Bosch ambassadors in the local communities.

Our Vision

Our **vision** is to promote Diversity and Inclusion in Bosch and demonstrate the translation of the D&I into business competitive advantages.





Indigenous Peoples Network

Vision: *The Indigenous Peoples Network strives to make GM the company of choice for North American Indigenous People.*

Mission: *Is to serve GM and our Indigenous communities by attracting, engaging and developing Indigenous people in support of GM's strategic priorities.*

In US, Canada, and Mexico there are approximately 25.6 million people that identify themselves as Indigenous. Less than 1% of GM population identify themselves as Indigenous. IPN was founded in 2006 and today has more than 600+ members (mostly allies) with 5 chapters across United States and Canada. Core activities focused on Culture, Community Outreach and Talent.

Everyone can join IPN!

Rising Professionals (RISE)

RISE is an employee resource networking group that aspires to engage, connect, and retain GDLS professionals in order to foster career development & multidisciplinary relationships.

- Focus areas: Community, Mentorship, Purpose, and Recruitment.
- We are open to any GDLS employee that has a desire to support the mission of this group.
 - Junior employees are highly encouraged to participate
 - Senior level employees are highly encouraged to share their expertise for the purpose of carrying their legacy forward.



Vision:

DENSO is the employer of choice for Burmese Americans, recognized for creating an inclusive culture where individuals thrive personally and professionally by bringing their whole selves to work and building valuable careers.

Mission:

Our MISSION is to create a more inclusive workplace for our DENSO Burmese Associates to build their career at DENSO successfully by providing resources to navigate within the organization.

DBN Impact:

- Provide support for DMMI Burmese Associates
- Promote the value of different culture in the workplace
- Assist Recruiting in attracting and hiring qualified Burmese Americans
- Promote Inclusion (engagement and retention)
- Community Outreach to fulfill our corporate social responsibility



Minds Matter

Mission:

Develop healthy workplace habits that reduce the stigma associated with mental health, promote help-seeking behaviors and emotional well-being practices, and prevent suicide through individual education and outreach events.



www.martineira.com/dei

Minds Matter

Winds  Matter

Welcome to Minds Matter

One of the goals and objectives of our Minds Matter team is to raise mental health awareness a movement within Martineira. A movement to advocate for our employees and their family's needs, and to educate others about mental health issues. Simply put, mental health matters just as much as physical health. Asking for help is a sign of strength and is the first step to feeling better... anything's possible. It's important to know that mental health matters to us. That's what Martineira is all about!

MAY 2023 | ANXIETY

In our commitment to support the well-being of our community, we would like to bring to your attention to an essential mental health concern - anxiety. Anxiety can affect anyone, and being informed about it is crucial in promoting a supportive and empathetic environment.

WHAT IS ANXIETY?

Anxiety is a natural response to stress, fear, or uncertainty. While everyone experiences it to some extent, it can sometimes become overwhelming and interfere with daily life. It is important to remember that anxiety is a common experience and seeking help is a sign of strength.

STRATEGIES FOR PROMOTING MENTAL WELL-BEING

- Practice mindfulness: Mindfulness techniques such as meditation, deep breathing, or grounding exercises can help you stay present and focused on the moment, reducing anxious thoughts.
- Stay active: Regular physical activity reduces stress, improves mood, and enhances overall mental health. Aim to incorporate at least 30 minutes of exercise into your daily routine.
- Maintain a balanced diet: Eating a diet rich in whole grains, lean proteins, fruits, and vegetables can help regulate mood and reduce anxiety. Limit caffeine and sugar intake, as they may exacerbate anxiety symptoms.
- Prioritize sleep: Ensure you get 7-9 hours of sleep each night. Establish a bedtime routine, create a comfortable sleep environment, and avoid screen time at least an hour before bed.
- Connect with others: Share your struggles with trusted friends, family, or professional support. Connecting with others who understand can provide valuable support.
- Set realistic goals: Break down large tasks into manageable steps and celebrate small victories.
- Practice self-compassion: Be kind to yourself and understand that experiencing anxiety is not a weakness. It's okay to ask for help.
- Limit exposure to stressors: Reduce exposure to stressors in the news or social media that provoke anxiety. Set boundaries and allocate time for activities you enjoy.

If you feel that your anxiety is persistent and overwhelming, please consider seeking professional help. Health professionals can provide invaluable guidance and support to help you navigate your anxiety.

Remember, you are not alone in this journey; seeking help is a sign of courage and strength. Let's work together to create a supportive and understanding environment for everyone.

“ALWAYS BE KIND TO YOUR FAMILY. YOU DON'T KNOW WHAT THEY MIGHT BE GOING THROUGH”

Learn more at central.martineira.com/minds-matter

Ford Veteran Network Group ERG

Est. 2007

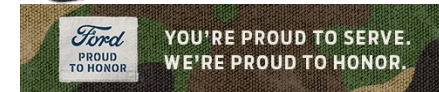
- Represent and advocate on behalf of 4,700 veterans across 35 different locations in 6 states
 - Work closely with UAW to align support for hourly Veterans



- 2011 Awarded Secretary of Defense Employer Support Freedom Award
 - Highest recognition given by the U.S. Government to employers for their support of their employees who serve in the Guard and Reserve.



- 2022 Awarded Michigan Veterans Affairs Gold Level Veteran Friendly Employer
 - MVAA's Veteran-Friendly Employer program helps qualified organizations recruit and retain top veteran talent while providing others a road map to improve their recruitment efforts.



Proud To Honor

Proud to Honor is the military support initiative by Ford Motor Company. It raises awareness, strengthens existing programs and creates an even more meaningful connection with our service members.

- Charities Supported:

- Disabled American Veterans (DAV)
- Blue Star Families



VETNG





Scan the QR code or use this link to access the ERG poll
menti.com/alc3wjf8bvyf

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Keynote Speaker

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Lottie Holland

Vice President of Diversity, Inclusion, Engagement & EEO
Compliance, Stellantis



The Mobility Revolution Talent & Equity

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Judd Herzer

Director of Strategic Policy, State
of Michigan, Dept. of Labor and
Economic Opportunity



**Jessica
Robinson**

Co-Founder and
Partner,
Assembly Ventures



Katelyn Davis

Communications Lead,
External Affairs,
Canvue

Inclusive Leadership

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Joe Fadool

Vice President and President and
General Manager BorgWarner Emissions,
Thermal and Turbo Systems



**James W.
Schirmer**

Deputy Program Executive Officer,
Ground Combat Systems (GCS),
U.S. Army



**Sandy
Stojkovski**

CEO North America,
Vitesco Technologies



Moderator

Glenn Stevens

Executive Director,
MICHauto

Chief Diversity Officers

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**Heather
Porzuczek**

Vice President Human
Resources,
Eaton



**Florencia
Stanfield**

Chief Diversity Officer,
Vitesco Technologies



**Chandra
Vasser**

Vice President and Chief
Diversity, Equity and Inclusion
Officer, Nissan North America



Moderator

**Kelle Shepherd-
Bhavsar**

Project Manager,
ZF North America

Supplier Diversity

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Jennifer Good

Senior Manager, Supplier Relations,
Compliance and Diversity,
AAM



**Arthur
McClellan, Jr.**

Director of Supplier Diversity
and Development,
Lear Corporation



**Courtney
Quenneville**

Supplier Diversity
Manager,
Vitesco Technologies



Lisa Ross

Sr. Account Manager, Supplier
Diversity and Service Parts,
Magna International



Moderator

Carla Preston

Vice President Global Supply
Chain Management,
Amazon



A donation has
been made to
Detroit's Cristo
Rey High School
in lieu of speaker
gifts for Rev Up
2023

The school that works!



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**Thank you for
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see you next year!**